



**DEPARTMENT OF HEALTH AND HUMAN SERVICES
ALBUQUERQUE AREA INDIAN HEALTH SERVICE**



The Albuquerque Area Indian Health Service defines its mission as a commitment to the well-being and cultural integrity of Indian people through a participatory and consultative process.

THE ALBUQUERQUE AREA INDIAN HEALTH SERVICE IS A "SMOKE-FREE" ENVIRONMENT

VACANCY ANNOUNCEMENT

VACANCY ANNOUNCEMENT NO.	OPENING DATE	CLOSING DATE
SFSU MPP-06-04 SFSU ESEP-06-04	03-07-06	Open Until Filled

POSITION TITLE, SERIES, GRADE AND SALARY	LOCATION & DUTY STATION
Safety and Occupational Health Manager GS-018-11, \$51,972 per annum (Includes Locality Pay Adjustment)	Office of Environmental Health & Engineering Santa Fe Service Unit Santa Fe, New Mexico

AREA OF CONSIDERATION: All Sources

RELOCATION: Relocation expenses will be paid.

CONDITIONS OF EMPLOYMENT:

One Permanent Full-Time Position. The incumbent of this position is subject to call back and/or standby work.

May be required to serve a probationary period for managerial positions.

If you are a male, born after December 31, 1959, and you want to be employed by the Federal Government, you must (subject to certain exemptions) be registered with the Selective Service System.

In accordance with Chapter 12, Indian Health Manual, IHS Employee Immunization Program, selected candidate will be required to submit proof of immunity to the following diseases: Rubella and Measles.

Before hiring, the IHS will ask you to complete a "Declaration for Federal Employment" and/or "Declaration for Federal Employment Indian Health Service Child Care & Indian Child Care Worker Positions" to determine your suitability for federal employment, to authorize a background investigation, and to certify the accuracy of all information in your application. Under P.L. 101-630 Indian Child Protection Act, anyone who answers in the affirmative will be found ineligible and unsuitable for employment in the Indian Health Service. If you make a false statement in any part of your application, you may not be hired; you may be fired after you begin work; or you may be fined or jailed.

DUTIES AND RESPONSIBILITIES: Develops and implements the Environment of Care's (EOC) seven elements in accordance with Joint Commission on the Accreditation of Healthcare Organization (JCAHO) standards. Develops policies and procedures related to Safety Management, Fire Prevention, Hazardous Materials Management, Emergency Preparedness Management, Security Management, Equipment Management, and Utilities Management. Appropriate JCAHO, Indian Health Service (I.H.S.), Occupational Safety and Health Administration (OSHA), Centers for Disease Control and Prevention (CDC), National Fire Protection Agency (NFPA), and federal/state/local recommendations, guidelines, and standards are integrated into these plans. Conducts, supervises, and evaluates required drills and provides appropriate recommendations to the EOC Committee. Conducts risk analysis surveys to identify and make recommendations for the correction of unsafe conditions for the patients, employees, and visitors. Collects data on occupational injuries and illness, and monitors and reports on facility employee occupational health problems and recommends personal protective equipment. Maintains OSHA log and posting requirements from WebCIDENT. Conducts performance improvement indicator monitoring of problems identified. Provides assistance to supervisors in meeting JCAHO accreditations standards relevant to the Environment of Care. Coordinates with the District Institutional Environmental Health Officer for the necessary environmental monitoring to identify and report health and facility exposure problems resulting from ionizing radiation, chemical agents, noise vibration, excessive temperature extremes, and biological agents. Provides technical assistance, consultation, and training on safety and industrial hygiene to clinical and administrative support staff through regularly established in-services. Conducts and coordinates new and annual employee orientation and training to all staff on safety, industrial hygiene, and occupational environmental health. Develops and performs surveys to identify potential work related problems for employees resulting from

ergonomic conditions such as repetitive motion, anxiety and fatigue, and advise appropriate departments (e.g., physical therapy, administration), of options to control or eliminate unhealthful conditions. Responsible for maintenance of WebCIDENT, and reviews all incident reports from facility departments, and conducts incident and epidemiological investigations in order to analyze trends and recommend preventative measures and to promote the risk management and safety programs through protective, preventative, educational, and motivational factors. Utilizes reference data to anticipate occupationally-related health hazards and recommend preventative measures to: 1) identify existing health hazards and prescribe controls; 2) substitute harmful substances with less harmful materials or processes; and 3) develop procedures to alter or isolate processes or operations in order to reduce or eliminate human exposure.

INFECTION CONTROL: Incumbent is responsible for the hospital Infection Control Program in its entirety. Provides guidelines for hospital employee infection prevention, detection, and control program. Defines and establishes criteria for nosocomial infections. Develops and maintains surveillance program for inpatients and outpatients. Works closely with the Employee Health Nurse in tracking and managing employees that contract nosocomial infections. Reviews potential nosocomial infections, recommends corrective action, and documents implementation of recommendations. Collates data and analyzes trends utilizing statistical methods according to nationally recognized criteria. Serves as consultant to administrative and medical professionals utilizing quality assurance and risk management processes. Organizes and maintains a facility-wide infection surveillance and control program with particular attention to isolation procedures, sterilization procedures, inhalation therapy equipment, dietary procedures, disposal of infectious materials, and evaluation of cleaning agents and disinfectants. Develops and manages focused surveillance programs as needed for high risk areas such as the operating room, or high risk procedures such as bronchoscopy. Conducts and coordinates all Infection Control Committee meetings on a regular basis according to JCAHO accreditation standards. Reviews architectural and engineering plans regarding Infection Control impacts. Provides staff orientation and/or training in Infection control, nosocomial infection, hand washing, and all related subject areas. Provides technical assistance, consultation, and training on Infection control to clinical and administrative support staff through regularly established in-services. Reviews annually, and amends as necessary, all Infection Control policies and procedures and provides an annual evaluation of the program. Monitors and collects data to identify potential nosocomial Infection outbreaks and conducts special studies relevant to outbreak investigations.

COMPETITIVE AND EXCEPTED SERVICE QUALIFICATION REQUIREMENTS:

BASIC REQUIREMENTS: *Education:* Major study-safety or occupational health fields (safety, occupational health, industrial hygiene), or a degree in other related fields that included or was supplemented by at least 24 semester hours of study from among the following (or closely related) disciplines: safety, occupational health, industrial hygiene, occupational medicine, toxicology, public health mathematics, physics, chemistry, biological sciences, engineering, and industrial psychology.

OR

Specialized Experience (for positions above GS-5): Experience in or related to safety and occupational health that provided the specific knowledge, skills, and abilities to perform successfully the duties of the position. Examples of qualifying specialized experience include:

- Managing safety or occupational health program elements.
- Developing and recommending safety and occupational health policy to higher levels of management.
- Applying safety and occupational health laws, regulations, principles, theories, practices, and procedures to advise on or resolve technical matters dealing with occupational safety and health requirements.
- Developing safety and occupational health standards, regulations, practices, and procedures to eliminate or control potential hazards.
- Developing or implementing programs to reduce the frequency, severity, and cost of accidents and occupational illnesses.
- Analyzing or evaluating new and existing jobs, processes, products, or other systems to determine the existence, severity, probability, and outcome of hazards.
- Designing or modifying workplaces, processes, products, or other systems to control or eliminate hazards.
- Inspecting or surveying workplaces, processes, products, or other systems for compliance with established safety and occupational health policies or standards and to identify potential new hazards.
- Training of workers, supervisors, managers, or other safety and occupational health personnel in safety or occupational health subjects.
- Work in occupational fields such as industrial hygienist, safety engineer, fire prevention engineer, health physicist, and occupational health nurse.

OR

CERTIFICATES: Certification as a Certified Safety Professional (CSP), Certified Industrial Hygienist (CIH), or Certified Health Physicist (CHP), or similar certification that included successful completion of a written examination meets the requirements for GS-5. Applicants may also qualify for higher grade levels based on their education and/or experience.

Specialized Experience: Experience in anticipating, recognizing, evaluating, and controlling physical, chemical, and biological hazards in hospitals; including nosocomial infections. Experience in nosocomial infection monitoring and control must have included being responsible for elements of a JCAHO survey process, such as infection control and patient safety. The types of experience which will be credited are listed above under “Duties and Responsibilities”.

In addition to meeting the basic requirements, candidates must have had at least 52 weeks of specialized experience equivalent to the next lower grade.

Substitution of education for experience is made in accordance with OPM Operating Manual Qualification Standards for General Schedule Positions.

EVALUATION METHOD AND RANKING FACTORS: Evaluation will be made of the extent to which experience, education, training, self-development, performance appraisal, outside activities, and/or awards demonstrate that basically qualified candidates possess the Ranking Factors-KSA's describe below. **It is to the applicant's advantage to address the following KSA's on a separate sheet of paper.**

1. Knowledge of concepts, principles, and methods of occupational safety and health.
2. Knowledge of concepts, principles, guidelines, and standards related to infection control.
3. Knowledge of Joint Commission on Accreditation of Healthcare Organizations.
4. Ability to collect, analyze, and evaluate occupational disease/ injuries and infection control data and make recommendations.
5. Skill in using word processing, spreadsheet, database, and presentation software programs.
6. Ability to communicate and teach technical information to a varied audience.
7. Ability to manage program elements independently.

WHO MAY APPLY:

Merit Promotion Plan (MPP) Candidates: Applications will be accepted from status eligibles (e.g., reinstatement eligibles and current permanent employees in the competitive federal service) and from current permanent IHS employees in the Excepted Service who are entitled to Indian preference.

Excepted Service Examining Plan (ESEP) Candidates: Applications will be accepted from individuals entitled to Indian preference. Current permanent IHS Excepted Service employees and Competitive Service employees or reinstatement eligible entitled to Indian preference may also apply under the provision of the Indian Health Service Excepted Service Examining Plan.

Candidates **MUST INDICATE** whether their application is submitted under the IHS Excepted Service Examining Plan, the IHS Area Merit Promotion Plan, or both.

Indian Preference: Indian Health Service is required by law to give absolute preference in employment to qualified Indian preference candidates.

Veterans Preference: Veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 years or more of continuous active service may apply.

Commissioned Corps Officers: The USPHS Commissioned Corps Officers who wish to apply for this vacancy announcement must submit a resume and all other documents specified in this announcement.

Non-Status Candidates: Applications will also be accepted from non-status candidates (individuals who have never been employed by the federal government) and individuals eligible for non-competitive appointment (e.g., applicants eligible for appointment under the Veterans Readjustment Act, the severely handicapped, those with a 30% or more compensable service-connected disability).

Reasonable Accommodations: This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify Charlotte Yazza-Bain (505) 946-9238. The decision on granting reasonable accommodation will be made on a case-by-case basis.

Displaced Federal Employees Requesting Special Selection Priority Consideration: If you are currently a DHHS (includes IHS) employee who has received a Reduction in Force (RIF) separation notice or a Certificate of Expected Separation, you may be entitled to special priority selection under the DHHS (includes IHS) Career Transition Assistance Program (CTAP).

Career Transition Assistance Program (CTAP) -- To receive this priority consideration you must:

1. Be a current DHHS career or career-conditional (tenure group I or II) or be a current IHS excepted appointment (with no time limits) tenure group II excepted/competitive service employee who has received a RIF separation notice or a Certificate of Expected Separation (CES) and, the date of the RIF separation has not passed and you are still on the rolls of DHHS. You must submit a copy of the RIF separation notice or CES along with your application.
2. Be applying for a position that is at or below the grade level of the position from which you are being separated. The position must not have a greater promotion potential than the position from which you are being separated.
3. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package.

4. Be currently employed by DHHS (includes IHS) in the same commuting area of the position for which you are requesting priority consideration.
5. File your application by the Vacancy Announcement closing date and meet all the application criteria (e.g., submit all required documentation, etc.).
6. Meet the basic qualifications for the position, including any documented selective factors, physical requirements with any reasonable accommodation, and is able to satisfactorily perform the duties of the position without undue interruption.

Interagency Career Transition Assistance Program (ICTAP) – If you are a displaced federal employee you may be entitled to receive special priority selection under the ICTAP. To receive this priority consideration you must:

1. Be a displaced federal employee. You must submit a copy of the appropriate documentation such as RIF separation notice, a letter from OPM or your agency documenting your priority consideration status with your application package. The following categories of candidates are considered displaced employees:
 - A. Current or former career or career-conditional (tenure group I or II) competitive service employees who:
 - 1) Received a specific RIF separation notice; or
 - 2) Separated because of a compensable injury, whose compensation has been terminated, and whose former agency certifies that it is unable to place; or
 - 3) Retired with a disability and whose disability annuity has been or is being terminated; or
 - 4) Upon receipt of a RIF separation notice retired on the effective date of the RIF and submits a Standard Form 50 that indicates "Retirement in lieu of RIF;" or
 - 5) Retired under the discontinued service retirement option; or
 - 6) Was separated because he/she declined a transfer of function or directed reassignment to another commuting area.

OR

- B. Former Military Reserve or National Guard Technicians who are receiving a special Office of Personnel Management (OPM) disability retirement annuity under section 8337(h) or 8456 of Title 5 United States Code.
2. Be applying for a position at or below the grade level of the position from which you have been separated. The position must not have a greater promotion potential than the position from which you were separated.
3. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package. (This requirement does not apply to candidates who are eligible due to compensable injury or disability retirement).
4. Occupy or be displaced from a position in the same local commuting area of the position for which you are requesting priority consideration.
5. File your application by the Vacancy Announcement closing date and meet all the application criteria (e.g., submit all required documentation, etc.).
6. Be rated well qualified for the position, including any documented selective factors, quality ranking factors, physical requirements with any reasonable accommodation, and is able to satisfactorily perform the duties of the position upon entry.

Well-Qualified Definition: Surplus or displaced Department of Health and Human Services (DHHS) employees may exercise selection priority for DHHS vacancies in their local commuting area if they apply directly for the vacancy and are determined to be well-qualified.

If filing an application for a noncompetitive action when no official vacancy announcement is being announced, "well-qualified" means that you meet the minimum qualification and eligibility requirements of the position (including any selective factors), and can perform the duties of the position without undue interruption to organizational operations.

If filing an application under a vacancy announcement, "well-qualified" means you meet the minimum qualification and eligibility requirements of the position (including any selective factors), and meet the cut-off score to be referred to the selection official. This score is derived as a natural break resulting from the rating and ranking of all qualified applicants to determine the extent to which candidates possess the knowledge, skills, and abilities (KSAs) required to succeed in the position.

Only U.S. citizens may be appointed to the Competitive Service.

WHERE TO APPLY:

Applications **MUST** be submitted to the following address:

Santa Fe Indian Hospital
Human Resources Office
1700 Cerrillos Road
Santa Fe, NM 87505

For copies of vacancy announcements, download from the IHS website at www.ihs.gov or the Office of Personnel Management (OPM) website at www.usajobs.opm.gov. We do not FAX vacancy announcements. For inquiries, contact Charlotte Yazza-Bain, Human Resources Specialist, 505 946-9238.

REQUIRED DOCUMENTATION:

Verification of Indian Preference: Applicants who wish to receive Indian Preference **MUST** submit the BIA Form 4432, Verification of Indian Preference for Employment in BIA and IHS Only. This certifies the applicant as an Indian as defined by the Indian Health Manual, Chapter 3, Indian Preference, dated March 14, 2001. **Indian Preference will not be given unless the BIA Form 4432 is attached to the application/Resume.**

OF-306, Declaration for Federal Employment. Form may be downloaded from http://www.opm.gov/Forms/pdf_fill/of306.pdf

Copy of Certification

Statement Authorizing Review of Application.

See **'HOW TO APPLY'** on the last page, for additional information.

OTHER IMPORTANT INFORMATION:

Persons who submit incomplete applications will be given credit only for the information they provide and may not, therefore, receive full credit for their veteran preference determination, Indian preference, education, training and/or experience.

All material submitted for consideration under this announcement becomes the property of Human Resources and is subject to verification. Therefore, careful attention should be given to the information provided. Fraudulent statements or any form of misrepresentation in the application process could result in loss of consideration for this position and/or a determination of unsuitability for federal employment.

Additional or alternate selections may be made from a promotion certificate within 90 days from the date the selection certificate was issued. The positions to be filled must have the same title, series, and grade, be in the same geographic location and have the same qualification requirements. However, if there are no qualified Indian preference candidates left on the certificate, the vacancy must be re-announced.

EQUAL EMPLOYMENT OPPORTUNITY: Except for Indian preference, consideration will be given without regard to any non-merit factor such as race, color, religion, sex, national origin, partisan politics, physical or mental handicap, marital status, age, membership or non-membership in any employee organization, or sexual orientation.

HUMAN RESOURCES CLEARANCE:

/s/ Charlotte Yazza-Bain

03/06/06

Human Resources Specialist

Date

THE FOLLOWING STATEMENT MUST ACCOMPANY ALL APPLICATIONS:

"I herby authorize any and all persons involved directly and/or indirectly in the selection process to review my application."

Signature of Applicant

Addendum to Declaration for Federal Employment (OF 306)
Indian Health Service
Child Care & Indian Child Care Worker Positions

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Item 15a. Agency Specific Questions

Name: _____ **Social Security Number:** _____

(Please print)

Job Title in Announcement: _____ **Announcement Number:** _____

Section 231 of the Crime Control Act 1990, Public Law 101-647, requires that employment applications for Federal child care positions contain a question asking whether the individual has ever been arrested for or charged with a crime involving a child and for the disposition of the arrest or charge.

Section 408 of the Miscellaneous Indian Legislation, Public Law 101-630, contains a related requirement for positions in the Department of Health and Human Services that involve regular contact with or control over Indian children. The agency must ensure that persons hired for these positions have not been found guilty of or pleaded nolo contendere or guilty to certain crimes.

To assure compliance with the above laws, the following questions are added to the Declaration for Federal Employment:

- 1) Have you ever been arrested for or charged with a crime involving a child? YES _____ NO _____

[If AYES@, provide the date, explanation of the violation, disposition of the arrest or charge, place of occurrence, and the name and address of the police department or court involved.]

- 2) Have you ever been found guilty of, or entered a plea of nolo contendere (no contest) or guilty to, any felonious or misdemeanor offense under Federal, State, or tribal law involving crimes of violence; sexual assault, molestation, exploitation, contact or prostitution; or crimes against persons; or offenses committed against children? YES _____ NO _____

[If AYES@, provide the date, explanation of the violation, disposition of the arrest or charge, place of occurrence, and the name address of the police department or court involved.]

I certify that (1) my response to these questions is made under penalty of perjury, which is punishable by fines of up to \$2,000 or 5 years imprisonment, or both; and (2) I have received notice that a criminal check will be conducted. I understand my right to obtain a copy of any criminal history report made available to the Indian Health Service and my right to challenge the accuracy and completeness of any information contained in the report.

Applicant's Signature (sign in ink) Date

Public Burden Statement: In accordance with Paperwork Reduction Act (5 CFR 1320.8 (b)(3)), a Federal agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. Respondents must be informed (on the reporting instrument, in instructions, or in a cover letter) the reasons for which the information will be collected; the way the information will be used to further the proper performance of the functions of the agency; whether responses to the collection of the information are voluntary, required to obtain a benefit (citing authority), or mandatory (citing authority); and the nature and extent of confidentiality to be provided, if any (citing authority). Public reporting burden for this collection of information is estimated to average 15 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the necessary data, and completing and reviewing the collection information. Send comments regarding the burden estimate or any other aspect of this collection of information to the IHS PRA Information Collection Clearance Staff, 12300 Twinbrook Parkway, Suite 450, Rockville, MD 20852.
Please do not send completed data collection instruments to this address.

HOW TO APPLY

The federal government does not require a standard application form for most jobs, but certain information is needed to evaluate your qualifications and determine if you meet legal requirements for federal employment.			
Optional Application for Federal Employment – Form Number OF-612 www.opm.gov/forms/pdf_fill/of0612.pdf		Résumé or Other written application format with information requested below. www.opm.gov/forms/pdfimage/of0510.pdf	
If your résumé or application does not provide all the information we request, you may lose consideration for a job. Applicants who submit incomplete applications will be given credit ONLY for the information they provide and may not receive full credit for their veteran preference determination, Indian preference, education, training and/or experience.			
Procedure for using résumé or other written application: Format MUST contain the following information. FAILURE TO INCLUDE ANY OF THE INFORMATION LISTED BELOW MAY RESULT IN LOSS OF CONSIDERATION FOR THIS POSITION. ADDITIONAL INFORMATION WILL NOT BE SOLICITED BY THIS OFFICE.			
<ul style="list-style-type: none"> ➤ <u>JOB INFORMATION</u> Announcement number, title and grade of the job for which you are applying. ➤ <u>PERSONAL INFORMATION</u> Full name, mailing address (with ZIP codes), day and evening telephone numbers (with Area codes). Social Security Number. Country of citizenship. ➤ <u>EDUCATION</u> High School (name, city, state, ZIP code if known), and date of diploma or GED. College and/or universities (name, city, state ZIP code if known), majors, type and year of any degrees received (if no degree show total semester or quarter hours earned). To obtain educational credit, applicants must submit a copy of all college transcripts. ➤ <u>WORK EXPERIENCE</u> Copy of latest Notification of Personnel Action (SF-50B) if current or former federal employee. Highest federal civilian grade held (give job series and dates held) Work experience (paid and unpaid) Job title (include series and grade if federal job) Duties and accomplishments Employer's name and address Supervisor's name and telephone number Starting and ending dates (month and year) Hours per week Salary Indicate if we may contact your current supervisor. ➤ <u>OTHER QUALIFICATIONS</u> Give dates but do not send documents unless requested Job related training courses Job related skills, i.e., computer software/hardware, tools, typing speed Job related certificates and licenses (if you are a licensed medical professional, submit copy of license to practice) Honors, awards, special accomplishments, i.e., publications, memberships, in professional or honor societies, leadership activities, public speaking, and performance awards. 			
Submit a copy of applicable documents with your application if you are in the following categories:			
COMMISSIONED OFFICER	INDIAN PREFERENCE	VETERAN PREFERENCE	FEDERAL EMPLOYEE
<ul style="list-style-type: none"> ➤ Current Billet description ➤ Most recent "Commissioned Officers Effectiveness Report". ➤ Child Care Statement Form ➤ Applicable Licensure 	<ul style="list-style-type: none"> ➤ Verification of Indian Preference for employment, Bureau of Indian Affairs (BIA) Form 4432. ➤ Current employees of National Programs-Albuquerque, Albuquerque Area, or Nashville Area may state that proof of certificate of Indian preference is on file in their Official Personnel Folder (OPF). ➤ Preference will not be given unless a copy of the BIA Form 4432 is attached to the application. 	<ul style="list-style-type: none"> ➤ Certificates of Release or discharge from Active Duty, VA form DD-214, and/or ➤ Application for 10-point Veterans Preference, Form SF-15 and supporting documents. ➤ To receive preference if your service began October 15, 1976, you must have a Campaign Badge, Expeditionary Medal, or a service connect disability. ➤ Preference will not be given unless a copy of the DD-214 (with appropriate dates) is attached to the application. 	<ul style="list-style-type: none"> ➤ Latest Notification of Personnel Action, SF-50B verifying civil service status, grade, etc. ➤ Current performance appraisal. ➤ Priority consideration will not be given to DISPLACED FEDERAL EMPLOYEES, unless a copy of the appropriate documentation such as a RIF separation letter, a letter from OPM or your agency documentation showing your priority consideration status, is attached to the application.